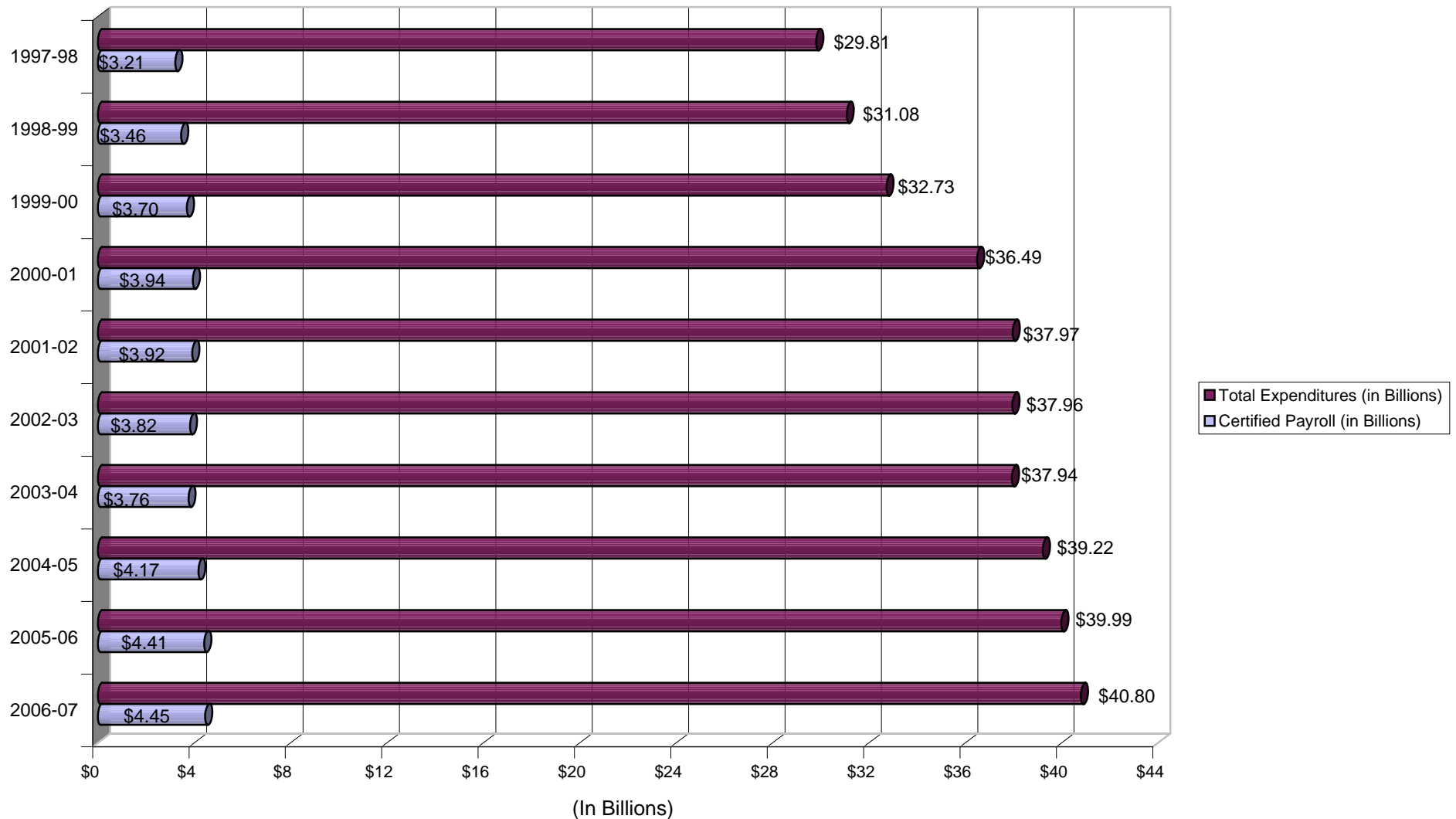


SECTION TWO

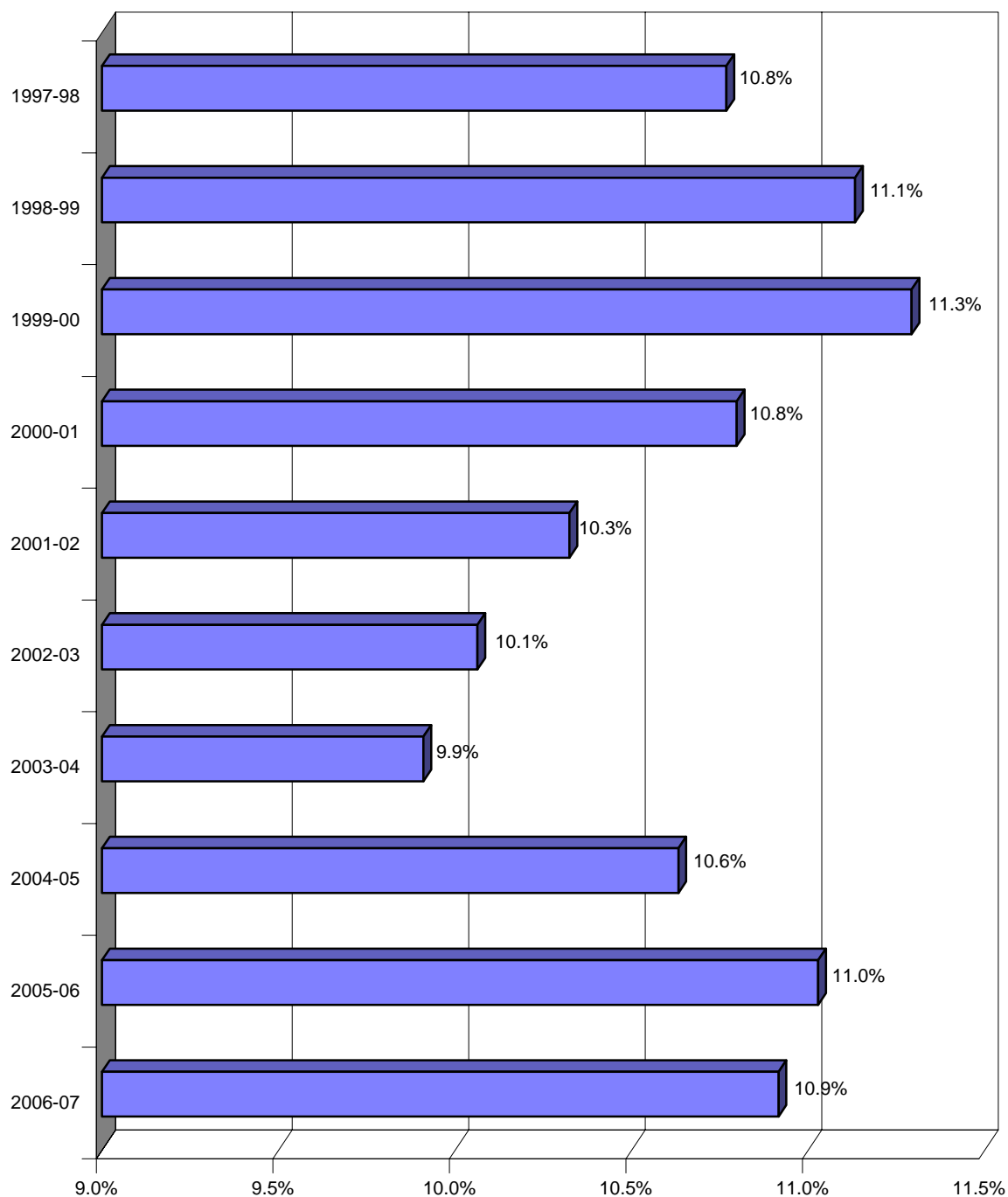
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1997-98 through 2006-07



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission. Classified Payroll figures include all direct and indirect payroll items.

**STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 1997-98 through 2006-07**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Civil Service Commission.

Table 2-1

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: September 22, 2007

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	538	1.0 %	47.0	\$26.86	409	76.0 %
ATTORNEY GENERAL	498	0.9 %	47.8	\$36.01	356	71.5 %
AUDITOR GENERAL	144	0.3 %	40.2	\$33.60	120	83.3 %
CIVIL RIGHTS	119	0.2 %	47.1	\$28.39	89	74.8 %
CIVIL SERVICE COMMISSION	202	0.4 %	48.5	\$28.48	163	80.7 %
COMMUNITY HEALTH	4,154	7.8 %	48.6	\$25.93	3,087	74.3 %
CORRECTIONS	16,165	30.5 %	44.7	\$23.82	13,832	85.6 %
EDUCATION	362	0.7 %	49.4	\$28.26	223	61.6 %
ENVIRONMENTAL QUALITY	1,431	2.7 %	47.0	\$28.81	1,160	81.1 %
EXECUTIVE OFFICE	46	0.1 %	36.7	\$24.73	10	21.7 %
HISTORY ARTS AND LIBRARIES	246	0.5 %	44.8	\$22.70	160	65.0 %
HUMAN SERVICES	9,624	18.1 %	47.9	\$24.12	7,833	81.4 %
INFORMATION TECHNOLOGY	1,734	3.3 %	46.8	\$30.13	1,384	79.8 %
LABOR & ECONOMIC GROWTH	3,989	7.5 %	47.7	\$26.27	2,722	68.2 %
MANAGEMENT & BUDGET	1,003	1.9 %	46.9	\$25.99	790	78.8 %
MILITARY AFFAIRS	939	1.8 %	47.2	\$22.13	675	71.9 %
NATURAL RESOURCES	2,637	5.0 %	42.3	\$18.73	1,285	48.7 %
STATE	1,731	3.3 %	46.6	\$21.80	1,313	75.9 %
STATE POLICE	2,633	5.0 %	42.5	\$28.49	2,340	88.9 %
STRATEGIC FUND	229	0.4 %	49.7	\$24.91	150	65.5 %
TRANSPORTATION	3,072	5.8 %	44.1	\$25.37	2,170	70.6 %
TREASURY	1,555	2.9 %	46.2	\$26.02	1,066	68.6 %
STATEWIDE TOTALS:	53,051	100.0 %	46.0	\$24.87	41,337	77.9 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only. Since September 23, 2006, the average hourly pay rate has increased by \$1.09 (4.6%) and the percentage of employees eligible for longevity has increased from 77% to 78%. The average employee age has increased from 45.4 to 46 years of age.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2002-03 through 2006-07

<u>Salary Range</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
12,000 - 12,999	0	0	3	0	0
13,000 - 13,999	0	0	1	4	0
14,000 - 14,999	38	43	20	28	26
15,000 - 15,999	436	509	377	416	390
16,000 - 16,999	167	23	24	17	15
17,000 - 17,999	303	332	210	196	189
18,000 - 18,999	13	380	398	411	404
19,000 - 19,999	12	6	6	10	15
20,000 - 20,999	177	171	173	96	85
21,000 - 21,999	13	10	51	70	29
22,000 - 22,999	282	298	8	7	8
23,000 - 23,999	102	66	337	27	32
24,000 - 24,999	51	97	67	337	5
25,000 - 25,999	341	41	106	109	261
26,000 - 26,999	281	290	34	56	88
27,000 - 27,999	708	329	299	258	36
28,000 - 28,999	526	358	156	171	148
29,000 - 29,999	702	326	286	194	119
30,000 - 30,999	503	581	446	519	152
31,000 - 31,999	748	329	371	377	533
32,000 - 32,999	678	674	359	337	219
33,000 - 33,999	1,553	727	643	371	452
34,000 - 34,999	3,115	1,406	568	611	245
35,000 - 35,999	1,567	2,962	639	451	402
36,000 - 36,999	3,579	1,260	1,392	712	737
37,000 - 37,999	1,109	3,432	2,345	1,333	719
38,000 - 38,999	1,304	1,169	866	2,292	590
39,000 - 39,999	1,427	1,558	3,388	1,247	2,761
40,000 - 40,999	2,982	1,477	849	2,691	692
41,000 - 41,999	5,083	2,703	2,212	385	2,759
42,000 - 42,999	569	5,509	1,985	1,903	626
43,000 - 43,999	6,200	334	1,903	2,300	488
44,000 - 44,999	1,123	6,569	5,399	6,443	1,905
45,000 - 45,999	1,415	851	664	684	2,171
46,000 - 46,999	1,067	632	6,571	586	6,116
47,000 - 47,999	293	1,894	826	6,873	439
48,000 - 48,999	1,271	246	587	1,177	735
49,000 - 49,999	1,785	1,241	1,840	286	6,574

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
\$50,000 - 50,999	1,577	1,232	237	1,790	1,045
51,000 - 51,999	822	1,308	1,209	237	395
52,000 - 52,999	170	831	1,171	914	1,862
53,000 - 53,999	1,730	1,410	1,287	1,100	239
54,000 - 54,999	548	1,688	776	1,364	536
55,000 - 55,999	1,185	424	1,516	1,822	1,393
56,000 - 56,999	238	384	1,779	561	1,177
57,000 - 57,999	855	1,202	479	98	373
58,000 - 58,999	1,429	227	442	2,307	2,005
59,000 - 59,999	95	924	1,172	568	377
60,000 - 60,999	552	1,050	228	1,031	2,173
61,000 - 61,999	110	592	104	265	525
62,000 - 62,999	193	471	1,905	219	218
63,000 - 63,999	807	89	534	2,392	1,191
64,000 - 64,999	247	142	133	233	164
65,000 - 65,999	324	925	494	116	1,044
66,000 - 66,999	118	350	137	485	1,145
67,000 - 67,999	148	216	126	126	247
68,000 - 68,999	203	159	791	153	310
69,000 - 69,999	75	169	377	840	648
70,000 - 70,999	70	207	222	251	133
71,000 - 71,999	386	81	289	341	146
72,000 - 72,999	124	71	98	239	765
73,000 - 73,999	121	404	230	197	357
74,000 - 74,999	69	118	52	63	219
75,000 - 75,999	58	115	77	202	252
76,000 - 76,999	80	108	430	92	173
77,000 - 77,999	34	43	104	399	61
78,000 - 78,999	68	89	130	36	186
79,000 - 79,999	65	43	104	194	100
80,000 - 80,999	107	36	49	68	398
81,000 - 81,999	36	62	33	76	32
82,000 - 82,999	34	72	87	41	179
83,000 - 83,999	23	84	30	76	83
84,000 - 84,999	32	31	62	31	63
85,000 - 85,999	40	46	80	40	38
86,000 - 86,999	141	32	128	46	35
87,000 - 87,999	27	51	24	128	86
88,000 - 88,999	39	50	34	174	35
89,000 - 89,999	29	122	21	21	46
90,000 - 90,999	70	41	44	23	118
91,000 - 91,999	29	16	42	16	174
92,000 - 92,999	75	29	60	33	22
93,000 - 93,999	108	77	124	34	18

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2002-03</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>
\$94,000 - 94,999	15	24	29	80	21
95,000 - 95,999	13	166	22	110	23
96,000 - 96,999	8	13	85	29	39
97,000 - 97,999	17	13	26	20	71
98,000 - 98,999	15	16	23	92	115
99,000 - 99,999	73	7	181	23	21
100,000 - 100,999	5	17	14	24	21
101,000 - 101,999	3	15	19	214	15
102,000 - 102,999	13	68	10	17	96
103,000 - 103,999	20	6	8	7	25
104,000 - 104,999	8	6	13	15	24
105,000 - 105,999	6	10	9	11	202
106,000 - 106,999	6	22	89	5	15
107,000 - 107,999	21	4	4	14	5
108,000 - 108,999	3	10	5	105	17
109,000 - 109,999	8	5	9	3	9
110,000 - 110,999	18	20	23	1	7
111,000 - 111,999	0	1	6	0	8
112,000 - 112,999	4	3	16	22	51
113,000 - 113,999	2	20	0	3	54
114,000 - 114,999	1	0	7	33	2
115,000 - 115,999	8	0	24	2	2
116,000 - 116,999	0	7	1	6	3
117,000 - 117,999	1	3	24	20	20
118,000 - 118,999	0	2	0	1	7
119,000 - 119,999	0	5	0	4	29
120,000 - 120,999	0	1	7	27	5
121,000 - 121,999	4	0	1	0	4
122,000 - 122,999	0	0	2	0	20
123,000 - 123,999	0	0	8	7	2
124,000 - 124,999	0	0	0	0	1
125,000 - 125,999	1	5	1	3	26
126,000 and above	134	130	135	135	141
STATEWIDE TOTAL	55,221	55,253	54,661	54,460	53,052

Median Salary: \$49,256

Average Salary: \$51,937

Source: HWF39A and HWF402.

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2002-03 through 2006-07

	2002-03	2003-04	2004-05	2005-06	2006-07
Legally Required Payments					
FICA	7.37 %	7.37 %	7.33 %	7.36 %	7.38 %
Unemployment Compensation	.31	.30	.27	.23	.18
Workers Compensation	1.80	1.64	1.49	1.40	1.26
Total Legally Required Payments	9.48 %	9.31 %	9.10 %	9.00 %	8.83 %
Group Insurance					
State Health Plan	7.69 %	9.77 %	8.97 %	10.61 %	11.01 %
Health Maintenance Organization	5.20	6.35	5.93	6.63	7.15
Dental	1.57	1.84	1.59	1.58	1.66
Vision	.29	.30	.26	.27	.26
Life	1.01	1.10	1.00	1.00	1.00
Long Term Disability	.92	1.00	.91	.80	.80
Flexible Benefits Allowance/Recovery	.10	.11	.08	.07	.07
Total Group Insurance	16.77 %	20.48 %	18.73 %	20.97 %	21.94 %
Other Cash Payments					
Terminal Annual & Sick Leave	2.94 %	1.07 %	1.10 %	1.04 %	1.23 %
Terminal Longevity Payments	.12	.01	.01	.01	.02
Professional Development	.07	.00	.00	.01	.01
Uniforms and Dry Cleaning	.16	.15	.15	.25	.25
Total Other Cash Payments	3.29 %	1.23 %	1.27 %	1.31 %	1.50 %
Pension and Deferred Items					
Retirement or Pension Plans	17.33 %	19.10 %	22.51 %	23.25 %	18.62 %
FICA for Early Out Retirees	.03	.01	.00	.00	.00
Defined Contribution Pension Plan	1.71	1.56	2.11	2.20	2.19
Banked Leave Time Employer Contribution	.00	.04	.10	.00	.00
Total Pension and Deferred Items	19.06	20.71	24.72	25.44	20.81
Total Employee Benefits	48.60 %	51.74 %	53.82 %	56.72 %	53.07 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#7 (11/21/07)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 09/22/2007

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	495	258	52 %	208	42 %	4	1 %	461	93 %	9	2 %	4	1 %	475	96 %
ATTORNEY GENERAL	498	238	48 %	220	44 %	4	1 %	461	93 %	10	2 %	4	1 %	478	96 %
AUDITOR GENERAL	138	34	25 %	83	60 %	6	4 %	122	88 %	2	1 %	0	0 %	126	91 %
CIVIL RIGHTS	117	72	62 %	41	35 %	2	2 %	113	97 %	3	3 %	0	0 %	116	99 %
CIVIL SERVICE COMMISSION	194	79	41 %	100	52 %	1	1 %	176	91 %	6	3 %	0	0 %	181	93 %
COMMUNITY HEALTH	4,085	2,391	59 %	1,406	34 %	44	1 %	3,754	92 %	100	2 %	11	0 %	3,876	95 %
CORRECTIONS	16,136	9,783	61 %	5,331	33 %	97	1 %	14,964	93 %	315	2 %	37	0 %	15,322	95 %
EDUCATION	361	171	47 %	150	42 %	3	1 %	323	89 %	5	1 %	4	1 %	332	92 %
ENVIRONMENTAL QUALITY	1,406	613	44 %	692	49 %	20	1 %	1,296	92 %	30	2 %	4	0 %	1,333	95 %
EXECUTIVE OFFICE	44	22	50 %	12	27 %	0	0 %	36	82 %	1	2 %	0	0 %	37	84 %
HISTORY ARTS AND LIBRARIES	198	87	44 %	94	47 %	1	1 %	181	91 %	3	2 %	0	0 %	184	93 %
HUMAN SERVICES	9,619	5,350	56 %	3,670	38 %	81	1 %	8,837	92 %	310	3 %	28	0 %	9,179	95 %
INFORMATION TECHNOLOGY	1,695	629	37 %	938	55 %	22	1 %	1,521	90 %	65	4 %	8	0 %	1,597	94 %
LABOR & ECONOMIC GROWTH	3,892	1,890	49 %	1,724	44 %	59	2 %	3,524	91 %	161	4 %	16	0 %	3,717	96 %
MANAGEMENT & BUDGET	967	291	30 %	605	63 %	11	1 %	886	92 %	18	2 %	3	0 %	908	94 %
MILITARY AFFAIRS	903	389	43 %	459	51 %	13	1 %	859	95 %	4	0 %	3	0 %	868	96 %
NATURAL RESOURCES	1,668	1,141	68 %	397	24 %	27	2 %	1,545	93 %	10	1 %	11	1 %	1,574	94 %
STATE	1,585	775	49 %	711	45 %	20	1 %	1,481	93 %	36	2 %	8	1 %	1,531	97 %
STATE POLICE	2,632	1,984	75 %	525	20 %	15	1 %	2,516	96 %	20	1 %	3	0 %	2,541	97 %
STRATEGIC FUND	176	82	47 %	80	45 %	4	2 %	160	91 %	5	3 %	2	1 %	168	95 %
TRANSPORTATION	2,878	1,583	55 %	1,126	39 %	36	1 %	2,721	95 %	29	1 %	9	0 %	2,763	96 %
TREASURY	1,523	568	37 %	835	55 %	26	2 %	1,376	90 %	59	4 %	7	0 %	1,442	95 %
STATEWIDE TOTALS:	51,210	28,430	56 %	19,407	38 %	496	1 %	47,313	92 %	1,201	2 %	162	0 %	48,748	95 %

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING 09/22/2007

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Relistar	%
AGRICULTURE	495	427	86 %	0	0 %	462	93 %	33	7 %	0	0 %
ATTORNEY GENERAL	498	398	80 %	0	0 %	477	96 %	17	3 %	0	0 %
AUDITOR GENERAL	138	119	86 %	0	0 %	119	86 %	19	14 %	0	0 %
CIVIL RIGHTS	117	107	91 %	0	0 %	104	89 %	13	11 %	0	0 %
CIVIL SERVICE COMMISSION	194	183	94 %	0	0 %	184	95 %	10	5 %	0	0 %
COMMUNITY HEALTH	4,085	3,732	91 %	0	0 %	3,870	95 %	212	5 %	0	0 %
CORRECTIONS	16,136	15,278	95 %	0	0 %	15,594	97 %	537	3 %	0	0 %
EDUCATION	361	272	75 %	0	0 %	336	93 %	24	7 %	0	0 %
ENVIRONMENTAL QUALITY	1,406	1,216	86 %	0	0 %	1,294	92 %	111	8 %	0	0 %
EXECUTIVE OFFICE	44	17	39 %	0	0 %	35	80 %	10	23 %	0	0 %
HISTORY ARTS AND LIBRARIES	198	161	81 %	0	0 %	181	91 %	17	9 %	0	0 %
HUMAN SERVICES	9,619	8,996	94 %	1	0 %	9,121	95 %	497	5 %	0	0 %
INFORMATION TECHNOLOGY	1,695	1,412	83 %	41	2 %	1,599	94 %	92	5 %	38	2 %
LABOR & ECONOMIC GROWTH	3,892	3,368	87 %	2	0 %	3,629	93 %	258	7 %	4	0 %
MANAGEMENT & BUDGET	967	875	90 %	1	0 %	913	94 %	52	5 %	1	0 %
MILITARY AFFAIRS	903	793	88 %	0	0 %	871	96 %	29	3 %	0	0 %
NATURAL RESOURCES	1,668	1,433	86 %	0	0 %	1,577	95 %	89	5 %	0	0 %
STATE	1,585	1,415	89 %	0	0 %	1,503	95 %	82	5 %	0	0 %
STATE POLICE	2,632	2,424	92 %	1,620	62 %	2,468	94 %	105	4 %	1,622	62 %
STRATEGIC FUND	176	154	88 %	0	0 %	164	93 %	12	7 %	0	0 %
TRANSPORTATION	2,878	2,536	88 %	0	0 %	2,708	94 %	168	6 %	0	0 %
TREASURY	1,523	1,338	88 %	0	0 %	1,431	94 %	89	6 %	0	0 %
STATEWIDE TOTALS:	51,210	46,654	91 %	1,665	3 %	48,640	95 %	2,476	5 %	1,665	3 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

**STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2002-03 through 2006-07**

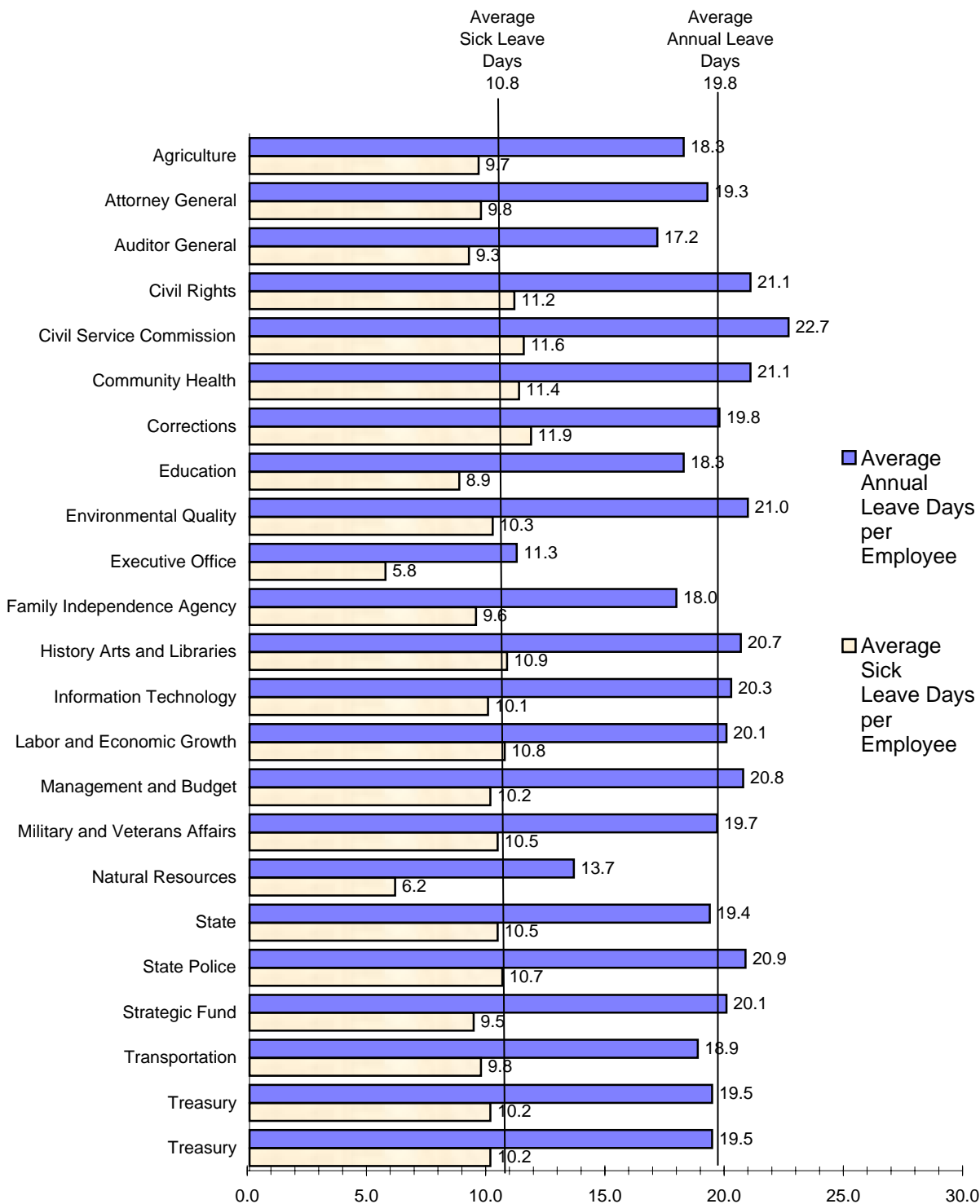
	2002-03	2003-04	2004-05	2005-06	2006-07
VACATION	7.3 %	8.8 %	9.9 %	8.9 %	8.2 %
HOLIDAY	4.6	4.6	4.6	4.6	5.0
SICK LEAVE	3.8	4.0	4.1	4.0	4.2
TOTAL	15.7 %	17.4 %	18.6 %	17.4 %	17.4 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD YER#7 (11/21/07)

ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT

Fiscal Year 2006-07



Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. They are reflected in the totals for the agency they were employed with prior to the effective date of the Order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty Ninth Annual Workforce Report for 2007 - 2008.

Source: HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2006-07**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	9.7	18.3	28.0
Attorney General	9.8	19.3	29.1
Auditor General	9.3	17.2	26.5
Civil Rights	11.2	21.1	32.3
Civil Service Commission	11.6	22.7	34.3
Community Health	11.4	21.1	32.5
Corrections	11.9	19.8	31.7
Education	8.9	18.3	27.2
Environmental Quality	10.3	21.0	31.3
Executive Office	5.8	11.3	17.1
Family Independence Agency	9.6	18.0	27.6
History Arts and Libraries	10.9	20.7	31.6
Information Technology	10.1	20.3	30.4
Labor and Economic Growth	10.8	20.1	30.9
Management and Budget	10.2	20.8	31.0
Military and Veterans Affairs	10.5	19.7	30.2
Natural Resources	6.2	13.7	19.9
State	10.5	19.4	29.9
State Police	10.7	20.9	31.6
Strategic Fund	9.5	20.1	29.6
Transportation	9.8	18.9	28.7
Treasury	10.2	19.5	29.7
STATEWIDE AVERAGE	10.8	19.8	30.6

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The totals provided in this report do not reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007. Human resources staff counts are reflected in the totals for the agency they were employed with prior to the effective date of the order. The consolidation of staff into the Civil Service Commission will be reflected in the Twenty-Ninth Annual Workforce Report for 2007 - 2008.

Source: HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON
(Average Days Per Employee)**

Fiscal Years 2002-03 through 2006-07

DEPARTMENT	2002-03	2003-04	2004-05	2005-06	2006-07
Agriculture	9.4	7.7	8.2	8.3	9.7
Attorney General	9.6	8.0	8.2	9.3	9.8
Auditor General	10.6	10.2	9.3	8.8	9.3
Career Development	10.5	9.2	--	--	--
Civil Rights	10.3	8.1	9.5	10.7	11.2
Civil Service Commission	10.8	9.8	10.6	11.9	11.6
Community Health	10.9	10.2	10.2	10.4	11.4
Consumer and Industry Services	9.9	9.1	--	--	--
Corrections	12.1	11.5	11.7	11.5	11.9
Education	9.0	7.5	8.3	8.9	8.9
Environmental Quality	10.4	9.0	8.9	9.6	10.3
Executive Office	3.2	4.5	4.7	4.7	5.8
History Arts and Libraries	9.4	9.8	10.2	9.5	9.6
Human Services	10.5	10.1	7.6	10.3	10.9
Information Technology	10.1	9.0	10.0	9.5	10.1
Labor and Economic Growth	--	6.7	9.4	9.9	10.8
Management and Budget	10.1	8.8	9.4	9.3	10.2
Military and Veterans Affairs	11.2	10.4	11.4	10.4	10.5
Natural Resources	8.8	7.0	5.2	5.8	6.2
State	10.3	9.5	9.9	9.9	10.5
State Police	10.6	9.2	9.4	9.7	10.7
Strategic Fund	--	--	--	--	9.5
Transportation	10.0	8.2	8.6	9.0	9.8
Treasury	10.6	9.2	9.7	9.7	10.2
STATEWIDE AVERAGE	10.9	10.0	10.1	10.2	10.8

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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Source: HWF28, for the last full pay period in each fiscal year.

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/7/2006 Through Pay Period Ending: 09/22/2007

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	578	44,773.1	77.5	9.7
ATTORNEY GENERAL	559	43,928.9	78.6	9.8
AUDITOR GENERAL	160	11,902.5	74.4	9.3
CAREER DEVELOPMENT	1	0.0	0.0	0.0
CIVIL RIGHTS	129	11,522.6	89.3	11.2
CIVIL SERVICE COMMISSION	208	19,268.4	92.6	11.6
COMMUNITY HEALTH	4,581	416,719.7	91.0	11.4
CORRECTIONS	17,322	1,647,098.4	95.1	11.9
EDUCATION	388	27,698.1	71.4	8.9
ENVIRONMENTAL QUALITY	1,504	123,365.3	82.0	10.3
EXECUTIVE OFFICE	59	2,755.0	46.7	5.8
HISTORY ARTS AND LIBRARIES	231	17,785.4	77.0	9.6
HUMAN SERVICES	10,406	907,154.8	87.2	10.9
INFORMATION TECHNOLOGY	1,804	145,866.7	80.9	10.1
LABOR & ECONOMIC GROWTH	4,245	366,160.9	86.3	10.8
MANAGEMENT & BUDGET	1,038	84,508.5	81.4	10.2
MILITARY AFFAIRS	1,035	87,285.1	84.3	10.5
NATURAL RESOURCES	2,423	120,375.0	49.7	6.2
STATE	1,760	147,233.1	83.7	10.5
STATE POLICE	2,734	234,089.5	85.6	10.7
STRATEGIC FUND	191	14,579.6	76.3	9.5
TRANSPORTATION	3,305	258,897.8	78.3	9.8
TREASURY	1,717	139,809.5	81.4	10.2
STATEWIDE	56,378	4,872,777.9	86.4	10.8

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/7/2006 Through Pay Period Ending: 09/22/2007

ANNUAL LEAVE

DEFERRED HOURS

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	578	84,563.0	146.3	18.3	578	3,522.8	6.1	0.8
ATTORNEY GENERAL	559	86,400.6	154.6	19.3	559	3,047.1	5.5	0.7
AUDITOR GENERAL	160	21,982.6	137.4	17.2	160	1,302.3	8.1	1.0
CAREER DEVELOPMENT	1	0.0	0.0	0.0	1	0.0	0.0	0.0
CIVIL RIGHTS	129	21,742.4	168.5	21.1	129	755.6	5.9	0.7
CIVIL SERVICE COMMISSION	208	37,706.1	181.3	22.7	208	1,790.6	8.6	1.1
COMMUNITY HEALTH	4,581	774,854.7	169.1	21.1	4,581	36,341.4	7.9	1.0
CORRECTIONS	17,322	2,737,141.1	158.0	19.8	17,322	151,593.0	8.8	1.1
EDUCATION	388	56,693.0	146.1	18.3	388	2,322.6	6.0	0.7
ENVIRONMENTAL QUALITY	1,504	252,105.4	167.6	21.0	1,504	9,259.6	6.2	0.8
EXECUTIVE OFFICE	59	5,332.1	90.4	11.3	59	370.0	6.3	0.8
HISTORY ARTS AND LIBRARIES	231	33,221.9	143.8	18.0	231	900.8	3.9	0.5
HUMAN SERVICES	10,406	1,720,458.4	165.3	20.7	10,406	62,271.7	6.0	0.7
INFORMATION TECHNOLOGY	1,804	292,559.3	162.2	20.3	1,804	10,624.9	5.9	0.7
LABOR & ECONOMIC GROWTH	4,245	682,319.7	160.7	20.1	4,245	25,364.6	6.0	0.7
MANAGEMENT & BUDGET	1,038	172,852.2	166.5	20.8	1,038	6,327.7	6.1	0.8
MILITARY AFFAIRS	1,035	163,343.7	157.8	19.7	1,035	9,918.2	9.6	1.2
NATURAL RESOURCES	2,423	265,709.3	109.7	13.7	2,423	12,426.1	5.1	0.6
STATE	1,760	272,602.6	154.9	19.4	1,760	11,794.2	6.7	0.8
STATE POLICE	2,734	457,250.1	167.2	20.9	2,734	24,511.4	9.0	1.1
STRATEGIC FUND	191	30,751.1	161.0	20.1	191	784.1	4.1	0.5
TRANSPORTATION	3,305	498,934.7	151.0	18.9	3,305	18,211.2	5.5	0.7
TREASURY	1,717	267,245.9	155.6	19.5	1,717	10,434.5	6.1	0.8
STATEWIDE	56,378	8,935,769.9	158.5	19.8	56,378	403,874.4	7.2	0.9

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

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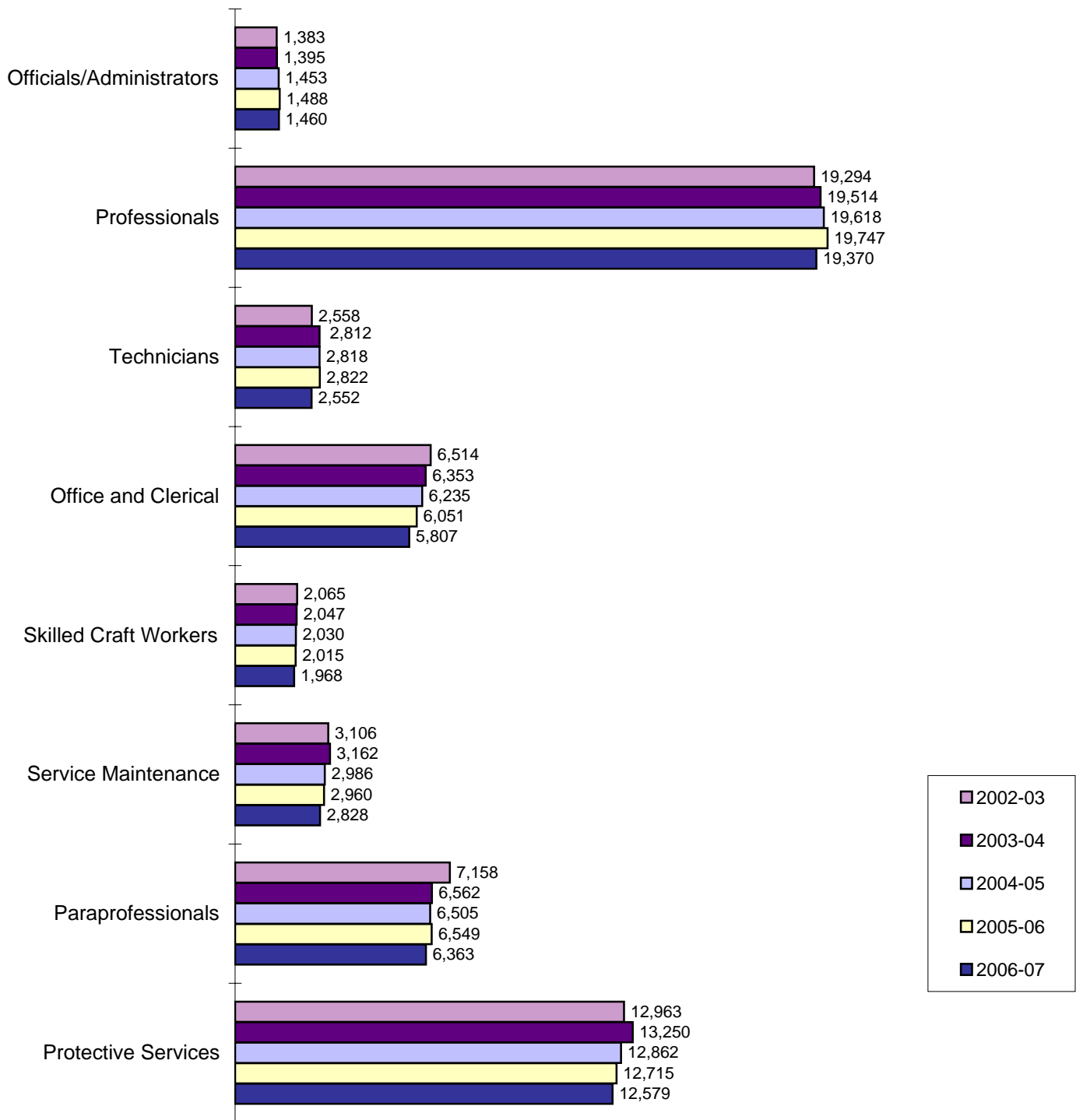
Age Distribution for Classified Employees by Department
Pay Period Ending: September 22, 2007

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	3	10	29	45	37	79	87	124	79	33	10	1	537
ATTORNEY GENERAL	0	2	17	44	60	59	76	101	89	42	8	0	498
AUDITOR GENERAL	1	15	12	21	20	24	22	17	9	3	0	0	144
CIVIL RIGHTS	0	1	6	15	13	13	15	19	25	12	0	0	119
CIVIL SERVICE COMMISSION	0	2	11	16	15	21	31	49	41	11	5	0	202
COMMUNITY HEALTH	6	90	179	216	297	389	718	1,138	750	277	61	7	4,128
CORRECTIONS	3	167	778	1,597	2,603	2,935	2,993	2,782	1,665	501	68	13	16,105
EDUCATION	0	1	25	18	27	32	50	95	70	36	7	1	362
ENVIRONMENTAL QUALITY	0	28	70	118	133	179	240	348	232	73	6	4	1,431
EXECUTIVE OFFICE	0	11	5	10	4	5	4	2	2	1	2	0	46
HISTORY ARTS AND LIBRARIES	2	24	12	17	23	38	29	40	43	13	3	2	246
HUMAN SERVICES	0	59	476	845	989	948	1,334	2,337	1,903	604	96	22	9,613
INFORMATION TECHNOLOGY	0	36	74	135	172	240	333	374	269	83	17	1	1,734
LABOR & ECONOMIC GROWTH	5	103	245	284	365	379	601	868	747	308	57	25	3,987
MANAGEMENT & BUDGET	2	31	49	67	98	108	167	272	164	40	5	0	1,003
MILITARY AFFAIRS	4	19	37	58	97	118	185	202	163	41	9	5	938
NATURAL RESOURCES	149	298	207	226	258	235	328	416	272	133	68	45	2,635
STATE	8	71	100	110	143	220	288	387	300	91	10	2	1,730
STATE POLICE	0	12	159	380	550	555	390	364	155	46	11	2	2,624
STRATEGIC FUND	2	8	5	14	12	24	36	55	36	22	7	8	229
TRANSPORTATION	16	158	264	273	338	427	503	565	374	118	19	5	3,060
TREASURY	1	42	110	120	144	193	297	315	235	76	18	4	1,555
Statewide Total:	202	1,188	2,870	4,629	6,398	7,221	8,727	10,870	7,623	2,564	487	147	52,926
Average Age:	19.2	22.7	27.8	32.6	37.5	42.6	47.6	52.5	57.2	61.8	66.8	74.3	46.0

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

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EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2002-03 through 2006-07

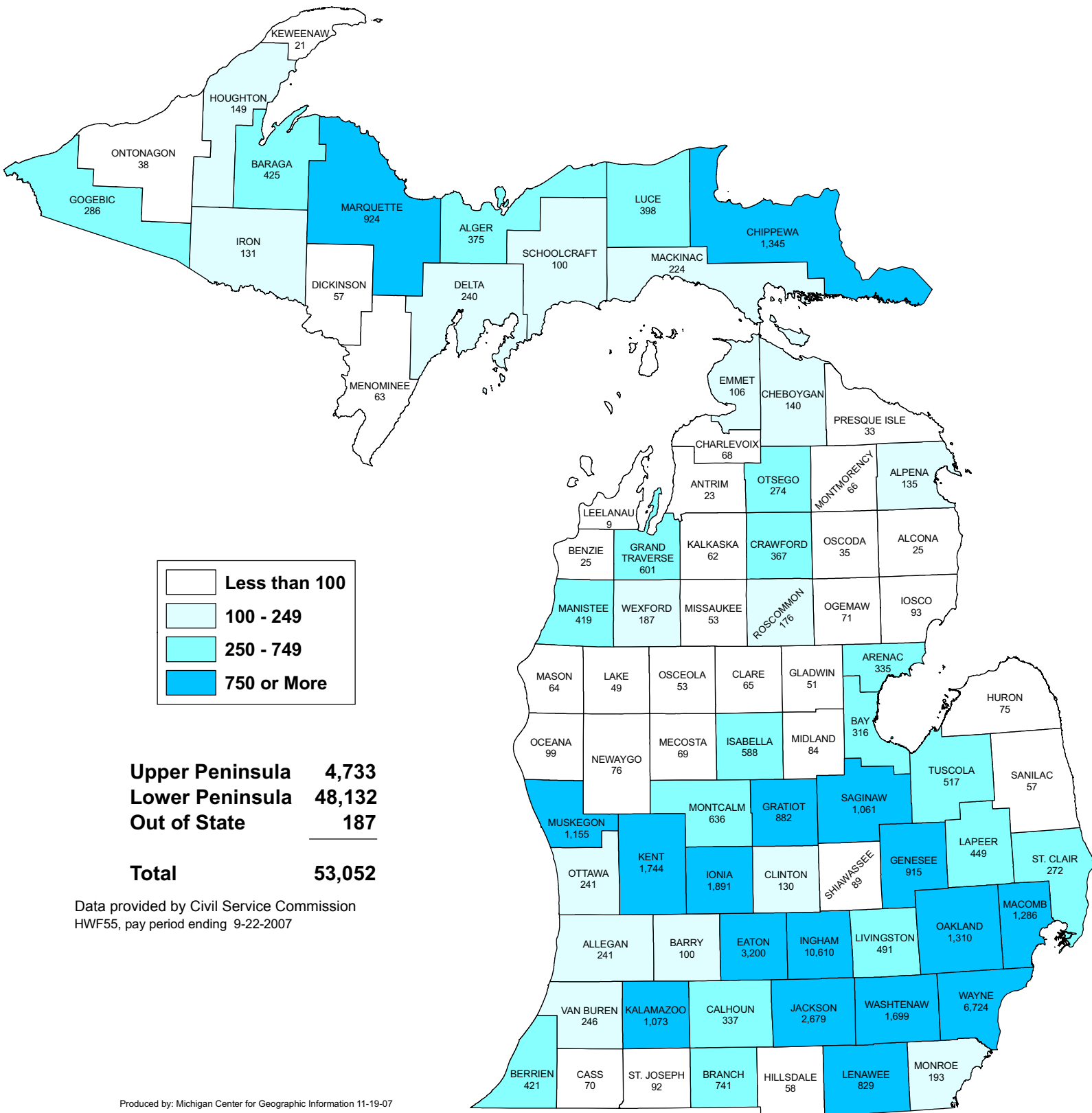


2006-07 Grand Total: 59,927

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Source: HWF27 for the last full pay period in each fiscal year

Graph 2-5



ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 22, 2007

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	11	14	25
ALGER	369	6	375
ALLEGAN	181	60	241
ALPENA	116	19	135
ANTRIM	21	2	23
ARENAC	326	9	335
BARAGA	406	19	425
BARRY	84	16	100
BAY	280	36	316
BENZIE	21	4	25
BERRIEN	364	57	421
BRANCH	730	11	741
CALHOUN	319	18	337
CASS	62	8	70
CHARLEVOIX	20	48	68
CHEBOYGAN	80	60	140
CHIPPEWA	1,270	75	1,345
CLARE	46	19	65
CLINTON	109	21	130
CRAWFORD	265	102	367
DELTA	203	37	240
DICKINSON	48	9	57
EATON	3,006	194	3,200
EMMET	75	31	106
GENESEE	803	112	915
GLADWIN	42	9	51
GOGEBIC	271	15	286
GRAND TRAVERSE	544	57	601
GRATIOT	869	13	882
HILLSDALE	55	3	58
HOUGHTON	112	37	149
HURON	35	40	75
INGHAM	9,639	971	10,610
IONIA	1,848	43	1,891
IOSCO	49	44	93
IRON	113	18	131
ISABELLA	557	31	588
JACKSON	2,601	78	2,679
KALAMAZOO	970	103	1,073
KALKASKA	58	4	62
KENT	1,610	134	1,744
KEWEENAW	1	20	21
LAKE	45	4	49
LAPEER	427	22	449
LEELANAU	3	6	9

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 22, 2007

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	793	36	829
LIVINGSTON	446	45	491
LUCE	376	22	398
MACKINAC	132	92	224
MACOMB	1,197	89	1,286
MANISTEE	389	30	419
MARQUETTE	850	74	924
MASON	35	29	64
MECOSTA	63	6	69
MENOMINEE	39	24	63
MIDLAND	79	5	84
MISSAUKEE	49	4	53
MONROE	158	35	193
MONTCALM	626	10	636
MONTMORENCY	54	12	66
MUSKEGON	1,075	80	1,155
NEWAYGO	69	7	76
OAKLAND	1,120	190	1,310
OCEANA	54	45	99
OGEMAW	55	16	71
ONTONAGON	21	17	38
OSCEOLA	51	2	53
OSCODA	31	4	35
OTSEGO	243	31	274
OTTAWA	168	73	241
OUT OF STATE	48	4	52
PRESQUE ISLE	14	19	33
ROSCOMMON	138	38	176
SAGINAW	1,031	30	1,061
SANILAC	47	10	57
SCHOOLCRAFT	81	19	100
SHIAWASSEE	78	11	89
ST CLAIR	218	54	272
ST JOSEPH	85	7	92
TUSCOLA	505	12	517
VAN BUREN	220	26	246
WASHTENAW	1,632	67	1,699
WAYNE	6,421	303	6,724
WEXFORD	160	27	187
WORK AT HOME - MI	838	55	893
Grand Total:	48,753	4,299	53,052

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.